Let's Build Toxic Free Workplace

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Divine Context

- Almighty says, "He has already revealed to you in the Book that when you hear Allah's revelations being denied or ridiculed, then do not sit in that company unless they engage in a different topic, or else you will be like them. Surely Allah will gather the hypocrites and disbelievers all together in Hell." [4:140]
- Almighty says, "O believers! Do not take disbelievers as allies instead of the believers. Would you like to give Allah solid proof against yourselves?" [4:144]
- Almighty says, "Allah does not like negative thoughts to be voiced—except by those who have been wronged. Allah is All-Hearing, All-Knowing." [4:148]
- Moral
 - Do not spread negativity, criticize and ridicule
 - Stay away from the toxic environment and people who spread negative thoughts and mocker

The Impact

Toxism leads to a multiple dysfunctional influences on permeable work environment and relationships

The word "Toxism" manifests toxic

Values,

Beliefs,

Behaviors.

Contributors of Toxism

Organization Culture

Politics;
 Rivalries;
 Criticism;
 Harassment;
 Competition;
 etc.

Managers

Theory 'X'
 type; I am okay,
 you are not
 okay; Bias;
 Coercive;
 Suspicious; etc.

Co Workers

Scarce
 mentality;
 Professional
 jealousy; Bully;
 Resonate
 negativity;
 Incompetence;
 etc.

Environment

Policies; Stress;
Discrimination;
Leadership
style; Status
incongruence;
etc.

What Toxism Does

- Toxism leads to negativity of
 - Emotions
 - Anxiety, Demoralized, Stressed, Humiliated, Lowered self-esteem, etc.
 - Perception
 - Loss of hope, Disbelief, Self pity, Injustice, Unequal dissatisfaction, etc.
 - Belief (Values)
 - Survival by hook or crook, No value for hard work, Just personal gains
 - Behavior
 - Passive; Work for selfish motives, Compete not cooperate, Deny responsibilities, Miscommitment, etc.

Handling Toxism

Recruit

Say no to toxic people at the onset

Enrich Relations

Develop relations on equality, respect and gratitude

Management

• Build Realistic expectations, Team bonding, [9:9] Leadership (Manage with mind and lead with heart), Clarity, Accountability, and Equitability.

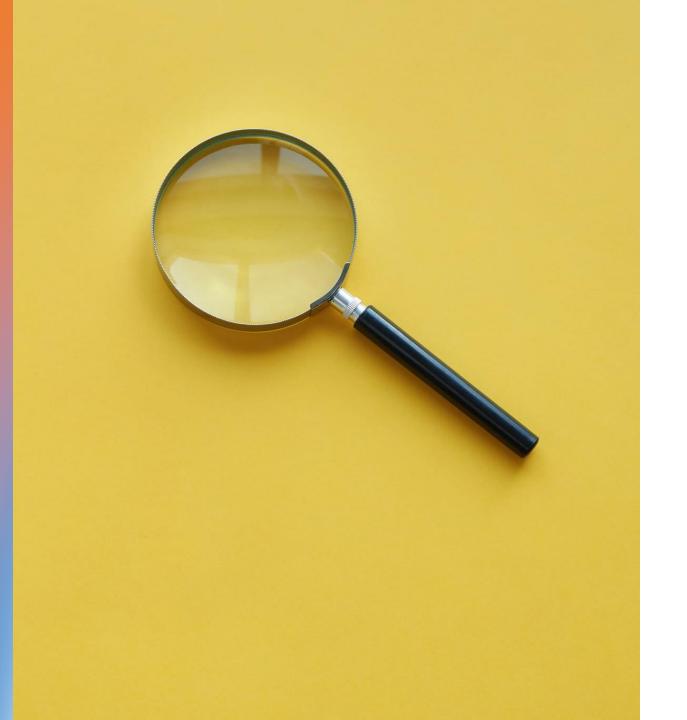
Handling Toxism

People

Protect employees from taking toxic influences and habits.

Environment

 Encourage positive values, trust, cooperation, support and transparency



• I think we all are better off now to handle Toxism

• Thank you